

MINUTES OF THE REGULAR BOARD MEETING
OF THE
BOARD OF SCHOOL DIRECTORS
MT. LEBANON SCHOOL DISTRICT

May 24, 2021

A Regular Meeting of the Board of School Directors was held at 7:30 p.m. on Monday, May 24, 2021, in the Mt. Lebanon High Auditorium. Public participation was available through Zoom.

Mr. Wyland called the meeting to order and led he Pledge of Allegiance

ROLL CALL:

Present: Mrs. Elaine Cappucci, Dr. Aviva Diamond, Ms. Valerie Fleisher,
Mr. Andrew Freeman, Dr. Justin Hackett, Ms. Sarah Olbrich, Dr.
Stephen Strotmeyer, Mr. Jacob Wyland,
Absent: Mr. Hugh Beal

ATTENDING:

Dr. Timothy Steinhauer, Superintendent
Mr. Thomas Peterson, Solicitor
Administrative Staff: Ms. Cissy Bowman, Dr. Ronald Davis, Dr.
Heather Doyle, Mr. Robert Geletko, Dr. Marybeth Irvin, Mr. Richard
Marciniak, Ms. Tenecia Ross, Mr. Christopher Stengel

MINUTES

It was moved by Cappucci and seconded by Olbrich that the Board approves the minutes of the Policy Committee Meeting held on April 12, 2021; the Discussion Meeting held on April 12, 2021; the Diversity, Equity & Inclusion Committee Meeting held on April 19, 2021; and the Regular Board Meeting held on April 19, 2021.

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett,
Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

BOARD PRESIDENT'S REPORT

Mr. Wyland announced four Extra Mile Award recipients to honor at this evening's meeting. Their extra effort made a significant difference for our students and staff this year. Lawrence Pajak, a District custodian for over 30 years, was nominated by Mrs. Kathy Taback who stated, "I have seen Larry countless times over the years collecting tickets and helping around the stadium. He seems to be the kind of gentleman that is steadfast and invaluable to MTLSD. He has been there in the pouring rain, freezing snow and any other weather that western Pennsylvania brings our way. I just think the past year has shown us how invaluable the "helpers" have been to our community, even the silent ones."

Athletic Director John Grogan also felt that Larry was a worthy recipient of this award saying, "Larry has worked at sporting events for years and has been invaluable to our department for a long time. I am so pleased he was nominated for the Extra Mile Award."

Hoover Elementary principal, Dr. Nicole Giehll, nominated Hoover staff members, Mary Ehland, Rae Ann Macosko and Kimberly Gamble, for going the extra mile this past year. Mary Ehland is a classroom aide in the Learning Support classroom for many years and her ability to build genuine connections with students allows them to feel seen, supported, and develop a true sense

of belonging in our school, which we all know is foundational for learning to occur. This year Mary simply outdid herself. Rae Ann Macosko is the library/media specialist at Hoover. When the District shifted to the hybrid model in October, a teacher was needed to cover a temporary leave of absence in the new developed Cyber Learning Academy. Given her experience teaching 4th grade curriculum and excellent technology skills, she was an exceptional fit for the position. Her patience, adaptability, and resourcefulness have been vital to ensuring the day to day operations during this highly unusual year, and the District is very grateful. Kimberly Gamble serves at the counselor at Hoover. Over the years, Mrs. Gamble has worked tirelessly to help our Hoover students learn important lessons including understanding feelings/emotions and identifying effective coping strategies, as well as developing important character traits such as kindness, courage, resilience, diversity, empathy, respect, patience, and inclusion. The Hoover community is so fortunate to have a wonderful counselor like Mrs. Kimberly Gamble--she truly brings out the best in all.

Certificates and a small token of appreciation were presented to all four recipients. Mr. Wyland congratulated them for going above and beyond for the students of Mt. Lebanon School District.

The board president reported that the Board will vote this evening to approve the 2021-2022 final budget in the amount of \$108,211,756 setting the millage rate at 25.59 mills. The budget includes a .80 mill increase with the use of \$1.5 million from the Fund Balance. This is a balanced budget while maintaining our academic, fine arts and athletic programs.

Mr. Wyland reported that on Friday, May 21, Mr. Hugh Beal tendered his resignation as a School Board Director. The Board would like to thank Mr. Beal for his years of service and dedication to the District and the Mt. Lebanon community. He served with passion and an unwavering commitment to the students and the District. Mr. Beal believed his differences in opinion regarding District finances and policies made further service unproductive.

Mr Beal's resignation was submitted on Friday evening. I discussed the matter with Vice President Fleisher and Mr. Peterson, our solicitor over the weekend. The Board is required to appoint a replacement. However, because of the timing of Mr. Beal's resignation relative to the next municipal election, the appointment will only be for the next several months - through the next reorganization meeting. The two year balance of Mr. Beal's term will be on the ballot in November.

Regarding the appointment until that time, Board policy BBE provides that this is generally done through an application and interview process as we did when Mr. Freeman was appointed. However, the policy also provides that where the vacancy is for less than one year the Board may deviate from that policy. The vacancy to be filled is abbreviated and there is important work to be done in that time. The sooner we fill the spot and return the Board to capacity the better. I also believe that a former Board member, who served recently and would require next to no time getting up to speed is preferred. This circumstance is exactly what Section 5 of Policy BBE was intended for. And, it is not without precedent. Prior Boards have done exactly this under very similar circumstances.

Mr. Wyland recommended to the Board that Mr. William Cooper be appointed to return and serve until the winner of November's special election is seated. Mr. Cooper recently left the Board and would be able to quickly engage and meaningfully participate. It is in the best interest of the District to appoint someone with Mr. Cooper's experience and ability. Mr. Wyland spoke with Mr. Cooper to inquire whether he would be interested in filling this short term, and the board president advised that Mr. Cooper is willing to serve until December, although he does not plan on running for the balance of the term.

Consistent with my recommendations to the Board, resolutions were included on tonight's agenda for the full Board to consider regarding how to fill this short vacancy.

Mr. Wyland stated that this has been a historically challenging year. From the first day of school there was a relentless need to respond and adjust to the constantly changing pandemic environment. While there were times when there was not an agreement with the path forward each step of the way, the focus as a school community has always been on the education, health, and well-being of our students.

As this school year comes to a close, there is a light at the end of the tunnel. This past weekend the community came together to enjoy the outdoor evening concerts staged by our high school percussion ensemble and choir. This coming week prom will be held at the high school and look forward to the Class of 2021 commencement on June 3rd and last day clap outs at our elementary schools.

Mt. Lebanon is a resilient community with so much to be grateful for -- from our talented teachers and dedicated staff who kept our schools on track no matter what instructional mode we were in, to our principals and administrators whose leadership was critical in this moment, and our parents who persevered through so much. Mr. Wyland especially thanked Dr. Steinhauer for all of his hard work as he navigated this year filled with so many unknowns.

SUPERINTENDENT'S REPORT

Dr. Steinhauer congratulated Anna Mares and Rosemary Crist who each won Superior Writing Awards for their respective submissions to the National Council of Teachers of English annual Achievements in Writing Program. The NCTE Achievement Awards in Writing is a school-based writing program established in 1957 to encourage high school students to write and to recognize some of the best student writers in the nation. Only students who are juniors may participate. This year, 285 students were nominated to participate in the Achievement Awards. Of those, 136 were selected to receive Certificates of Superior Writing. Dr. Steinhauer presented Anna and Rosemary with certificates of achievement for this outstanding accomplishment.

Natalie McGee is a Senior who has been recognized for groundbreaking research on her project: *Examining the Effects of Marine Microplastics on Porifera Mi-cro-bial Filtration*.

Natalie just finished participating in the International Science and Engineering Fair (ISEF). She was selected as an ISEF finalist during the Covestro Pittsburgh Regional Science and Engineering Fair earlier this spring. Only four students were selected from the 1,000 students who participated in the regional fair. This is the second year in a row that Natalie has achieved this prestigious honor and, the only Mt. Lebanon High School student whose research was selected for this competition in at least the last 10 years.

All students who applied for ISEF were judged based on their research papers. All papers were peer-reviewed by a panel of experts. At the Covestro Pittsburgh Regional Science and Engineering Fair, Natalie was awarded the following awards:

- First Place Earth and Environment Category Award
- Allegheny County Health Department Sponsor Award
- American Society of Civil Engineers, Pittsburgh Section Sponsor Award
- Covestro LLC Sponsor Award
- Society for In Vitro Biology Sponsor Award
- U.S. Stockholm Junior Water Prize
- Carnegie Mellon University Scholarship Award
- The University of Pittsburgh at Bradford Scholarship

Natalie is supported by Science Club faculty advisors Kyle Tilger and Josh Bilak and high school science teacher Pam Harris.

Dr. Steinhauer congratulated Natalie on these outstanding accomplishments and invited her on stage to receive a Certificate of Achievement for the Board.

The superintendent reported that the Pittsburgh Business Times 2021 top districts of the decade ranked Mt. Lebanon 3rd in the region and 5th in the Commonwealth. In addition Mt. Lebanon ranked 3rd in Keystone Exam rankings for the decade. The Honor Roll ranks the 105 school districts in the region and the 495 districts in the state based on standardized test scores. Mt. Lebanon Schools have ranked among the top four schools on the list since it was first published in 2005.

Dr. Steinhauer ended his report with a very special recognition. Deanna Hess, our Supervisor of Health Services, and her team of school nurses and aides have spent this year looking after the health of all of us in this District.

Since the beginning of the year, her leadership guided us through the development of Covid protocols that aligned to the Allegheny County Health Department, PA Department of Health, and CDC recommendations to manage a safe and healthy environment in our schools. She established procedures for our contact tracing efforts for staff and students and trained her staff and building principals in this very time-consuming but essential task. She maintained the District Covid Dashboard and was relentless in finding pharmacies to support vaccine clinics in our District. Deanna's relationship with the ACHD was necessary for the District as we navigated the ever-changing recommendations and requirements during the pandemic.

Deanna and her team of nurses and nurse aides have led the sourcing and administration of various COVID vaccines since they became available. They are the reason that so many of our staff and students are vaccinated. But most remarkably, throughout this incredibly challenging year, Deanna approached every action she took with kindness, empathy, understanding, and patience. The school nurses and aides approached their roles with the same dedication and purpose.

We are so grateful and thankful for Deanna and her team. They are our "helpers" as Mr. Rogers would say, who looked after us with love and great care during a challenging time.

BOARD REPORTS

Policy Committee – Dr. Diamond reported that the Policy Committee met on May 10 to review the revisions to policies DFE, Athletic and Fine Arts Receipts, and ECF, Energy Management and Resource Conservation. The Committee recommended moving the policies forward for board approval.

Diversity, Equity & Inclusion Committee – Dr. Hackett reported that the DEI Committee met before this evening's meeting to review the DEI Taskforce meeting held earlier this month. The goal statement was reviewed and revisions were made to clarify them. Dr. Hackett presented a summary of the Diversity, Equity and Inclusion Community Forum on May 12, 2021. Dr. Irvin and Dr. Bennett presented an overview of the DEI Taskforce and discussed the goals. Approximately 110 residents attended the forum.

Municipal Liaison – Dr. Hackett reported that there will be regular pool operations this summer. There will be no festivities at the Main Park on July 4 but there will be music and a fireworks show. The Municipal DEI meetings are going well.

Parkway West – Mr. Wyland reported that the graduation student placement report was finalized, and clearly illustrates how students overwhelmingly find employment or go on to post-secondary

education in their field of study. The independent auditor's report ending school year ending 2020-21 showed no findings.

Mt. Lebanon students Hailey Berry, Nathaniel Braco, Nathan Diaz, Jessica Osborne have been named to the National Technical Honor Society. The educational planning committee continues to review the possible adoption of a new power motor sports program for the 2022-2023 school year.

A memorandum of understanding has been reached between Parkway CTC and Steel Center CTC consolidating the Business Manager position creating a significant savings to both institutions and member districts.

Pathfinder School – Ms. Fleisher reported that the Pathfinder board met on May 19 for their regular business meeting. The next meeting is on June 16.

PSBA/NSBA – Dr. Strotmeyer reported that Governor Wolf was in the southeastern part of the state last week as part of the bipartisan charter school reform plan to save the state taxpayers over \$400 million dollars. There has been progress in that particular area along with joint support from both parties at the state level.

Environmental Sustainability Board – Dr. Strotmeyer reported on the activities in the Municipality particularly about the eco districts initiatives with air quality monitors. The ESB talked about putting air quality monitors at each of the schools as part of that overall project.

NEW BUSINESS

It was moved by Strotmeyer and seconded by Diamond that the Board approves a final budget for the 2021-2022 fiscal year in the amount of \$108,211,756 setting the millage rate at 25.59, a .80 increase, utilizing \$1,500,000 of the Fund Balance revenues with expenditures and continuing in force all taxes levied for school purposes as per the formal budget resolutions. (Formal Resolutions to be appended to the minutes.) (Copy in official minutes)

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Strotmeyer and seconded by Cappucci that based upon the notices received from the Department of Education confirming the amount to be paid to the District is fiscal year 2021-2022 due to the gambling tax funds, and based upon Allegheny County's certification that there are 8,741 eligible and approved homesteads in the District, pursuant to Act 1 of 2006 the Board approves and authorizes for the 2021-2022 fiscal year a maximum homestead exclusion amount of \$7,643 for each eligible homestead, and a maximum real estate tax reduction of \$195.59 for each eligible homestead.

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Olbrich and seconded by Strotmeyer that the Board approves, ratifies, and accepts the following financial reports: (Copy in official minutes)

- a. Treasurer's Report dated April 30, 2021,
- b. List of Bills dated April 30, 2021, and May 19, 2021, and
- c. List of Tax Refunds dated April 30, 2021.

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett,
Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Diamond and seconded by Strotmeyer that the Board appoints Joseph T. Senko as the Real Estate Tax Collector for the 2021-2022 school year at a salary of \$10,000.

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett,
Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Diamond and seconded by Hackett that the board appoints Joseph T. Senko as the Delinquent Real Estate Tax Collector for the 2021-2022 School year at no remuneration.

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett,
Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Diamond and seconded by Olbrich that the Board appoints Robert F. Geletko as School District Treasurer for the 2021-2022 school year at no remuneration.

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett,
Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Olbrich and seconded by Strotmeyer that the Board exonerates the Real Estate Tax Collector from collecting taxes on the list of properties dated May 1, 2021.

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett,
Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Olbrich and seconded by Hackett that the Board accepts the audit of the Municipal Real Estate Tax Office for the year ending December 31, 2020. (Copy in official minutes)

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett,
Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Olbrich and seconded by Diamond that the Board approves the bids for the science supplies and equipment for the 2021-2022 school year at the lowest responsible bidders meeting specifications as per the Vendor Name Summary dated May 5, 2021. (Copy in official minutes)

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett,
Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Hackett and seconded by Diamond that the Board approves the May 6, 2021, list of personnel changes, as revised May 20, 2021 and May 24, 2021. (Copy in official minutes)

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
 Against: None
 MOTION UNANIMOUSLY APPROVED

It was moved by Hackett and seconded by Diamond that the Board approves revisions to Policy DFE, Athletic and Fine Arts Receipts, in the form presented. (Copy in official minutes)

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
 Against: None
 MOTION UNANIMOUSLY APPROVED

It was moved by Hackett and seconded by Olbrich that the Board approves revisions to Policy ECF, Energy Management and Resource Conservation, in the form presented. (Copy in official minutes)

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
 Against: None
 MOTION UNANIMOUSLY APPROVED

It was moved by Freeman and seconded by Olbrich that the Board approves the following recommendations for Act 80 used for the modification of the student day:

DATE	SCHOOL	GRADE	TIME	ACTIVITY
August 24, 2020	All Elementary All Middle High School	K-12	AM & PM	Teacher Inservice
August 25, 2020	All Elementary All Middle High School	K-12	AM & PM	Teacher Inservice
August 26, 2020	All Elementary All Middle High School	K-12	AM & PM	Teacher Inservice
August 27, 2020	All Elementary All Middle High School	K-12	AM & PM	Teacher Inservice
August 28, 2020	All Elementary All Middle High School	K-12	AM & PM	Teacher Inservice
August 31, 2020	All Elementary	Kindergarten	AM & PM	Kindergarten Interviews
September 1, 2020	All Elementary	Kindergarten	AM & PM	Kindergarten Interviews
December 4, 2020	All Elementary	K-5	AM & PM	Parent Conferences
December 7, 2020	All Elementary	Kindergarten	AM & PM	Parent Conferences
January 26, 2021	High School	9-12	AM & PM	Teacher Inservice
May 28, 2021	All Elementary	1-5	PM	Teacher Inservice
May 28, 2021	All Elementary	K	AM	Teacher Inservice

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
 Against: None
 MOTION UNANIMOUSLY APPROVED

It was moved by Freeman and seconded by Olbrich that for the purpose of providing appropriate educational programs and services for all District children, the Board approves the proposed standardized testing schedule for the 2021-2022 school year:

DATES	GRADES(s)	ASSESSMENT INSTRUMENT
August 23-October 1, 2021	1-5 K-3	Measures of Academic Progress; Reading and Math AIMSweb Reading and Math
August 23-December 23, 2021	6-11	Classroom Diagnostic Tool (CDT)- English, Math, Science
October 13, 2021	10-11	PSAT
December 1-15, 2021	8 -11 10-11 10 -11	Keystone – Algebra 1 Keystone – Biology Keystone - English Literature
January 3–February 4, 2022	K -5 K-3	Measures of Academic Progress- Reading and Math AIMSweb Reading and Math
January 3–April 13, 2022	6 -11	Classroom Diagnostic Tool (CDT) – English, Math, Science
April 25-29, 2022	3 - 8	Achievement Test – English Language Arts (Pennsylvania System of School Assessment)
May 2-13, 2022	3 - 8	Achievement Test – Math (Pennsylvania System of School Assessment)
May 2-13, 2022	4 and 8	Achievement Test – Science (Pennsylvania System of School Assessment)
May 2-13, 2022	3-8	Achievement Test - Make Up (Pennsylvania System of School Assessment)
April 19-May 27, 2022	K-5 K-3	Measures of Academic Progress Reading and Math AIMSweb Reading and Math
April 19-June 2, 2022	6-11	Classroom Diagnostic Tool (CDT) - English, Math, Science
May 16-27, 2022	8-11 10-11 10-11	Keystone - Algebra 1 Keystone - Biology Keystone - English Literature
May 2022	1	Speech and Language Screening

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett,
Olbrich, Strotmeyer, Wyland
Against: None

MOTION UNANIMOUSLY APPROVED

It was moved by Fleisher and seconded by Hackett that the Board approves an agreement with the Keystone Oaks Project Succeed Program as an alternative education option for Mt. Lebanon students for the 2021-2022 school year at a cost of \$18,000 per year for no more than 15 students. (Copy in official minutes)

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Fleisher and seconded by Wyland that the Board accepts the resignation of School Director Hugh L. Beal, effective immediately. (Copy in official minutes)

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Wyland and seconded by Fleisher that pursuant to Section 5 of Policy BBE regarding appointments for less than one year, and in light of the fact that the vacancy created by Mr. Beal’s resignation will result in a position expiring on the first Monday of December, 2021, the Board elects to forego the application and interview process described in Policy BBE and instead to proceed to take action to fill this vacancy at this meeting.

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

It was moved by Wyland and seconded by Fleisher that the vacancy on the Mt. Lebanon Board of School Directors occurring by reason of the resignation of Hugh L. Beal is hereby filled by William L. Cooper, for a term expiring on the first Monday of December, 2021.

ROLL CALL: For: Cappucci, Diamond, Fleisher, Freeman, Hackett, Olbrich, Strotmeyer, Wyland
Against: None
MOTION UNANIMOUSLY APPROVED

COMMENTS FROM RESIDENTS

Three (3) residents and/or taxpayers spoke before the Board about the following:

- Hire a mental health counselor
- Disappointed that Board has not taken action
- Race relations
- Questioned if the District will be implementing critical race theory in schools
- Board not being transparent about Mr. Beal
- Not addressing mental health comments
- When will the District announce learning mode for 2021-2022

ADJOURNMENT

There being no further business, it was moved by Olbrich and seconded by Cappucci to adjourn the meeting at 8:25 p.m. The motion was unanimously approved by voice vote.

Cecile D. Bowman, Secretary
Board of School Directors

/js